



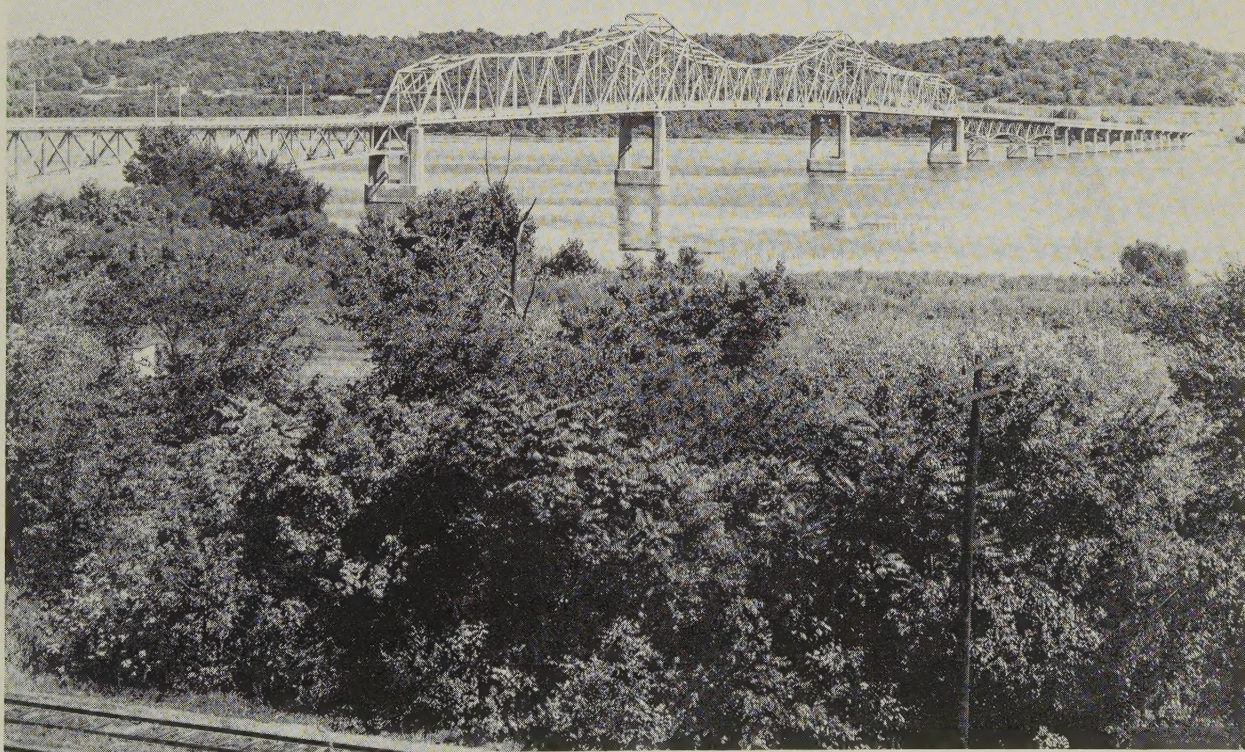
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# *the* **ILLINOIS ENGINEER**



**Annual Meeting Issue, Peoria, April 3, 4 & 5, 1952**

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(See page 4)

THE ILLINOIS ENGINEER, MARCH, 1952—VOLUME XXVIII, NO. 3

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Affiliated with the National Society of Professional Engineers

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# Of Professional Interest

I hold every man a debtor to his profession; from the which as men of course do seek to receive countenance and profit, so ought they of duty to endeavour themselves by way of amends to be a help and ornament thereunto.

Sir Francis Bacon

## THE ILLINOIS ENGINEER—THIS MONTH

### The Annual Meeting

What a difference there is between the ISPE Annual Meeting of two decades ago and those of today. Those were the days before the establishment of the local chapter system of society activity. Society affairs centered around the proceedings of Technical Sections—Structural, Drainage, Sewage, Roads and Pavements, etc. The governing body, corresponding to the present Board of Direction, was made up of representatives chosen from the technical sections whose primary function was to prepare a program for the Annual Meeting. And with the exception of the Annual Business Meeting, the entire program was composed of the presentation and discussion of technical papers. The present paramount concern of the Society—the economic and social welfare of the engineer and his duty to society—came later. With the exception of an occasional paper presenting the engineering solution of a problem of general public interest offered for the sake of variety, the Annual Meeting of today is engrossed with matters of professional interest.

But one of the most important values of the Annual Meeting still remains and no change in the functions of the Meeting can change it, one still has the opportunity and privilege of meeting and greeting old friends. Meeting the familiar faces of old friends in the most unfamiliar surroundings will make an individual feel at ease and at home. This is particularly true in a group of one's fellow engineers where all have the same background of training and all practice the same process of thinking even though opinions may differ.

These are common experiences. Come and share them in Peoria on April 3, 4, and 5, 1952.

W. A. OLIVER, Editor

## CORDES ATTENDS COMMITTEE MEETING IN WASHINGTON, D. C.

Harry H. Cordes of the Membership Committee of N. S. P. E. attended the committee meeting in Washington, D. C., February 15 and 16. The meeting was for the purpose of planning a program for a nationwide membership drive.

## COST OF LIVING INDEX

The correction factor to be applied to the I. S. P. E. Schedule of Minimum Fees and Salaries was 190.2 for January, 1952. The factor is based upon the U. S. Department of Labor's most recent Consumer Price Index.

## UNIFICATION OF THE PROFESSION

### Exploratory Group Makes Report

#### An Item of Importance

On December 15, 1951, the Exploratory Group, made up of representatives of fifteen engineering societies whose purpose was to study the problem of professional unification, approved reports to be sent back to their respective societies. Thirteen of the fifteen constituent societies of the Exploratory Group were present at the meeting. Twelve of the thirteen present favored the majority report. Mr. Alex Van Praag, who represented the N.S.P.E., dissented from the approval of the majority report and presented a minority report dated January 10, 1952.

For a detailed list of societies represented in the Exploratory Group and for a brief description of the four plans considered, see the December issue of the ILLINOIS ENGINEER, page 3, "Report of the National Director."

The Majority Report of the Exploratory Group favors what is substantially Plan A, the Engineers' Joint Council Plan (E.J.C. Plan). The report recommends that the present E.J.C. be enlarged to include representatives from other societies not now holding membership in that organization. The N.S.P.E. would be one of this group. The E.J.C. is a federation of engineering societies and consequently the individual member has no direct voice in its government. This has been the principal objection to the plan by the N.S.P.E.

In his Minority Report, Mr. Van Praag's chief contention is that there has not been a sufficient length of time for a full consideration of the problem of unity by the membership of the engineering societies concerned. To quote the first paragraph of his minority report, "Any recommendations for a unity organization for the engineering profession should have the support of a large majority of the engineer members represented by the participating societies. This direct expression from engineer members of our profession has only been accomplished to date in a small area of the profession."

(Continued on page 12)

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## READ THE ADVERTISEMENTS

### SUBSCRIPTION RATES

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# Program 67th Annual Meeting

Thursday, April 3, 1952  
PERE MARQUETTE HOTEL  
Peoria, Illinois

## Morning

- 9:00 Registration Desk open—Greet old friends—  
Meet new ones  
10:00 Board of Direction executive meeting—Early  
American Room  
12:30 Board of Direction Luncheon—Vogue Room

## Afternoon

- 1:15 Inspection Trips: Caterpillar Tractor  
(back at 3:45) Keystone Steel & Wire  
2:00 Resumption of Board of Direction Meeting—  
Early American Room. Open to accept and  
act upon Annual Committee Reports  
4:00 Talk by Director C. Hobart Engle, Department  
of Registration and Education followed by  
discussion

## Evening

- 7:30 Inspection Trip: Premier Pabst Company—  
lunch and refreshments

## Friday, April 4, 1952

## Morning

- 8:00 Registration Desk open  
8:00 Inspection Trips: Best Factory Built Homes;  
Illinois State Water Survey Laboratory;  
Northern Regional Research Laboratory;  
Pabst Brewing Company. (back at 9:30)  
9:00 Moving Pictures—Rose Bowl Parade and game  
—LaSalle Room  
9:30 67th Annual Business Meeting of the Illinois So-  
ciety of Professional Engineers—LaSalle  
Room  
12:00 Luncheon—Virgil E. Gunlock, presiding—Ball  
Room  
Welcome by Mayor Joseph Malone, City of  
Peoria  
Introduction of speaker by David B. Owen,  
president of Bradley University  
Address by National Society of Professional  
Engineers' President, Lawrence L. Dresser

## Afternoon

- 2:00 Panel Discussion—Fees & Salaries, George De-  
Ment, Moderator; J. R. Gardner, L. K. Craw-  
ford, H. A. Pollock, and James Scott  
3:00 Resumption of 67th Annual Business Meeting  
5:00 Adjournment of 67th Annual Business Meeting

## Evening

- 7:00 67th Annual Banquet—Virgil E. Gunlock pre-  
siding  
Invocation—R. G. LaTourneau, president, R. G.  
LaTourneau, Inc.  
Introduction of Speaker

Address by Mr. Joe T. Meek, president, Illinois  
Federation of Retail Associations  
Entertainment

## Saturday, April 5, 1952

- 9:00 Organization and meeting of the 68th Board of  
Direction. General Membership invited. La-  
Tourneau Room  
Introduction of President Spicer and Vice Pres-  
ident Brichler  
12:00 Luncheon 68th Board of Direction—Keystone  
Room  
1:15 Adjournment

## LADIES PROGRAM 67TH ANNUAL MEETING

### Thursday, April 3, 1952

- 5:30 Registration  
“Dutch Buffet”—Pere Marquette Hotel  
(no reservation required)

### Friday, April 4, 1952

- 9:00 Coffee Hour—Caterpillar Tractor Room, Pere  
Marquette Hotel  
10:00 Special Tour  
1:00 Luncheon—Block & Kuhl Tea Room—\$1.50  
Information on Ladies Auxiliaries—Mrs. F. L.  
Troxel  
Entertainment—Book review by Mrs. Reba  
Bacon—“The Form Divine”  
7:00 67th Annual Banquet with the men

## JOE MEEK, PRESIDENT

### Illinois Federation of Retail Associations

Joe Meek came to Illinois in 1926, worked on a golf magazine, spent many years with the Illinois State Chamber of Commerce as editor of the Illinois Journal of Commerce and director of that organization's Insurance, Public Relations and Retail divisions. In the late 30's the Illinois Federation of Retail Associations was formed. This organization, of which he is president, represents some 40,000 merchants, of whom he is inordinately proud. Most of them are small and he will fight for them at the drop of a hat!

The Illinois Federation of Retail Associations, which Mr. Meek heads, includes a total of more than 40,000 merchants of all types and sizes. He will share his rich experiences, his faith, and his knowledge of what he terms “the most important profession of them all”—selling!

Joe is equally proud of the fact that he has lobbied for retailing for 15 years. He believes that in looking out for their interests he is also aiding the cause of the consumer-taxpayer whose interest in fair price, higher living standards, spendable income and the glorious freedom to select and choose are identical with those of the retailer. Joe will tell you that a lobbyist is the most



## SPEAKER AT ANNUAL BANQUET



Joe Meek, President  
Illinois Federation of Retail Associations

essential individual in the world. He'll warn you, though, that they can go bad if they forget to put the principles of right living first in their calculations; their country second, and their private interests third.

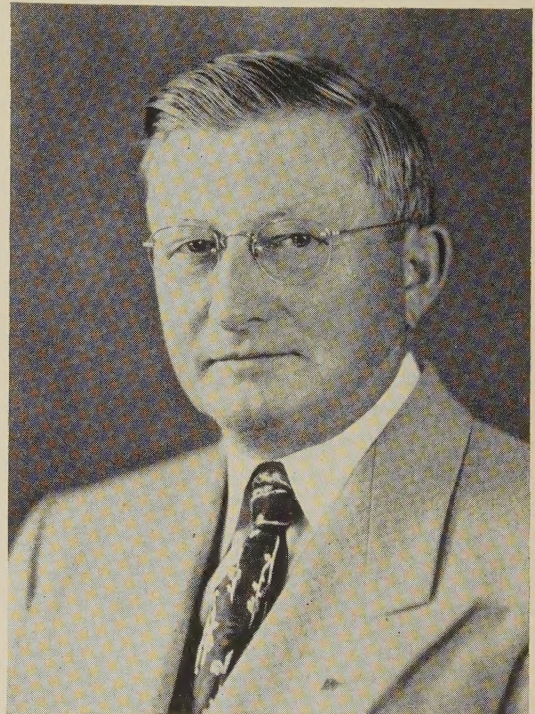
Joe has turned his back on opportunities in the East. He likes the midwest and believes that if anything really constructive can be done legislatively and politically it must be done right in the real grass roots country. For almost a quarter of a century Joe has championed the good in business and industry, fought its battles, tried his hand at explaining the necessity of free enterprise. He has been equally outspoken in criticizing the sins of omission and commission within the ranks of his own people. As a result, he has made some enemies—but along the way he has accumulated thousands of friends who seem to like his evangelistic approach to the cause of free enterprise. He firmly believes in the right to fail even as he is sold on retaining the right to succeed.

Speaking four nights a week, Joe Meek rarely makes a "retail" speech. He is too busy trying to bring together all segments of the free economy—labor, farmer, manufacturer, retailer and taxpayer—into a militant army with a common cause to dwell on the specialties of each group. For the rest of it, Joe says it's obvious he was born . . . that he learned to read and write—a little . . . that he grew up, physically at least . . . that he likes people and is mightily fond of a wife and three children—now "grown up" . . . and that he prefers no introduction, just "Here's that guy again."

## SPEAKER AT ANNUAL LUNCHEON

## L. L. DRESSER, PRESIDENT, N. S. P. E.

Mr. Dresser, who will discuss the problem of the National Society of Professional Engineers at the Annual Luncheon on April 4th, has his home in Tulsa, Oklahoma, where he went as a structural engineer in 1924. In 1926 he formed the Dresser Engineering Company of which he is the president. His firm specializes in the design and construction of petroleum and gas processing plants.



L. L. Dresser, President  
National Society of Professional Engineers

He is a registered professional engineer in Oklahoma, Texas, Kansas, Arkansas, and Louisiana, and has been very active in the affairs of his professional engineering society. He served two terms as Vice-President of National and was elected to the presidency for the year 1951-52. He has been very active in civic and public affairs outside of engineering, having shown particular interest in aeronautics. He is a licensed pilot, owning his own airplane.

Mr. Dresser is well informed in the affairs of the National Society of Professional Engineers and speaks with authority on that subject. Here is an opportunity to obtain firsthand information on our National Society which should not be missed.

C. HOBART ENGLE, DIRECTOR, ILLINOIS  
DEPARTMENT OF REGISTRATION  
AND EDUCATION

C. Hobart Engle, Director of the Illinois Department of Registration and Education, has a background of more than a quarter of a century in the field of education and business administration.



## SPEAKER AT ANNUAL MEETING IN PEORIA



C. Hobart Engle, Director  
Illinois Department of Registration and Education

He is a native of Cuba in Fulton county where he attended primary and secondary schools. He was graduated from Western Illinois State College in 1926, receiving the bachelor of education degree, and was awarded a master of education degree from the University of Illinois in 1930.

A teacher in Vermont High School in 1927, he served later as superintendent of schools in that community and at Cuba. He was assistant state superintendent of public instruction from 1935 to 1943 when he resigned to become supervisor of in-service training at the Douglas Aircraft Corporation plant in Park Ridge.

He was assistant superintendent of schools of Cook county from 1944 to 1947 when he resigned to assume an executive position with an educational publishing firm. Governor Stevenson appointed him personnel director of the Illinois Department of Public Welfare in 1949 where he remained until he was named assistant director of the Department of Registration and Education on December 1, 1950. He succeeded Noble J. Puffer, of Barrington, as director on August 1, 1951.

Mr. Engle's subject will deal with the problems of the professional engineer and registration.

### ANNUAL MEETING COMMITTEE

The details of the plans for the 67th Annual Meeting have been carried forward through the work of the following committee chairmen:

- General Chairman—Dwain Wallace, President  
Peoriarea Chapter
- Housing—P. Z. Horton, Sr.
- Publicity—Marvin Merritt
- Transportation and Inspection Trips—Russell  
E. Gibbs

Thursday Night Inspection Trip—C. T. Borchelt  
Reception—Roy Kastner  
Ladies' Entertainment—M. Thelma Miller.

The group met for the first time in the middle of January to define the work of each committee in charge of the Annual Meeting. Each of the committees has had several meetings during the month of February and the chairmen report that everything is under control as we go to press.

Those in charge of the work have done everything within their power to uphold the reputation of Peoria as one of the better convention cities in the State of Illinois and to equal or pass the record of successful and enjoyable meetings of the Illinois Society which were held in 1890, 1898, 1907, 1914, 1932, and 1938. This is the seventh Annual Meeting of the Illinois Society which has been held in Peoria and it promises to be one of the best. You are invited to take a generous sample of Peoriarea Chapter's hospitality.

### COVER PICTURE

#### Annual Meeting in Peoria—April 3, 4, and 5, 1952

The bridge on the cover of the Annual Meeting issue of the ILLINOIS ENGINEER is a familiar landmark on the north side of Peoria. The structure was completed in late 1949.

Some statistics may be of interest—total length of bridge, 4,745.25 feet with 26 feet roadway and two 2.5 feet sidewalks. The main channel span consists of three span continuous through trusses, each span being 469 feet in length. There are continuous deck trusses on either flank of the main spans with continuous girder and I-beam spans used in the approaches. The bridge was designed to clear navigation by 53 feet. The substructure consists of concrete pile abutments and concrete piers on steel piling.

### LAKE COUNTY "ENGINEER WEEK" PROGRAM

The Forward Division of the "Chamber of Commerce Serving the Metropolitan Area of Waukegan-North Chicago" paid tribute to the past and present engineers at a luncheon meeting held in the Sky Room of the Karcher Hotel of Waukegan, February 20, 1952. Dr. George B. Callahan, M.D., Forward Division chairman, introduced Allan L. Percy as toastmaster. Mr. Percy introduced the luncheon speaker, Dr. Leonard F. Yntema, Director of Research of Fansteel Metallurgical Corporation, who discussed engineering as "the science of designing and building." A number of engineers from the Waukegan area attended the luncheon and officers of the Lake County Chapter of the I. S. P. E. were honored.

The Lake County Chapter of the I. S. P. E. is very appreciative of the cooperation received from the City of Waukegan, the Chamber of Commerce, the Waukegan News-Sun and the Lake County Radio Station WKRS-FM, for the recognition received during "Engineers' Week."

CARL A. ANDERSON, *Publicity*



## DEAN GIBBS DISCUSSES THE SHORTAGE OF ENGINEERS

Probabilities that the Soviet Union will be able to train more engineers than the United States in the next five years adds a "somber aspect" to our shortage of engineers.

Russell E. Gibbs, dean of the Bradley University College of Engineering, made that point recently as he explained the shortage to members of Peoria Chapter, National Society of Professional Engineers, meeting at CILCO auditorium.

Russia, he said, has two advantages over America which make it simpler to produce engineers. First, the Soviets dictate that certain young men study engineering, and second, the professional status of the engineer in Russia is so high above the masses that most Russian men are eager to pursue engineering courses.

"It is difficult to influence American high school graduates to enter hard courses of studies to become engineers when they can take well-paying jobs which require less training," Gibbs said.

He pointed out that for those who do complete engineering studies the pay is "quite high." The average yearly salary offered Bradley engineering graduates this year is about \$4,000 to \$4,600. One Bradley graduate recently was hired at \$7,410 for his first year.

"There exists a demand for between 75,000 and 100,000 engineering graduates this year. The best estimate is that our colleges will produce something less than 25,000," Gibbs said.

Military service will cut down the number of graduates available for business even more, he pointed out.

"Judging from the number of undergraduate engineering students now in school, it doesn't appear that the gap between supply and demand will become any smaller within the next five years," he said.

## ORGANIZED POWER

*(Stolen from Capital Chapter Chatter)*

A stage driver passed o'er a trail one day.  
Past meadow and woodland he took his way.  
His long whip snapped with unerring aim;  
Whether standing or moving, 'twas just the same.  
A horsefly fell as his snaky lash  
Shot out as sure as the lightning's flash—  
A grasshopper here, a butterfly there  
Fell to his aim, as they winged the air.  
A hornet's nest hung on a limb nearby,  
But the driver passed that carefully by.  
"How come?" the passengers cried, surprised.  
"Why," he answered, "them hornets is  
organized."

Horsefly, butterfly, grasshopper, too,  
Their fate is a lesson and warning to you.  
You will flutter and fall like the hoppers and flies  
Unless, like the hornets, you're organized.

—From Idaho Wool Growers  
Association Bulletin

## VOX SECRETARII

P. E. Roberts

### 67th Annual Meeting

Most of the details in the organization of the 67th Annual Meeting have been completed. The speakers are all very capable men and there is plenty of variety of both interest and subject matter. The entertainment engaged for the banquet and the Pabst Inspection Trip on Thursday evening is of professional caliber. From all angles, the 67th Annual Meeting should be a memorable one and one you will want to attend. The switch from mid-winter to the first week in April means that driving conditions should be good. The Pere Marquette Hotel has set aside their best in meeting rooms; in fact, their LaSalle Room is newly decorated. The complete program will be found in another part of this issue.

### Centennial of Engineering

Plans for the Illinois Society's participation in the Centennial of Engineering have gone steadily forward under the leadership of George DeMent, chairman of the committee in charge of arrangements. The Grand Ball Room of the Conrad Hilton Hotel has been reserved for a meeting and dinner on September 5th. Several chapters have already made plans to attend the Centennial and the dinner. The Exposition of the Centennial will be an outstanding show well worth the time and effort it will cost for a weekend in Chicago. The Centennial will go a long way toward bringing real unity to the engineering profession.

A late news story from the Centennial reports that a delegation of 11 persons are coming from Belgium and other groups from Great Britain, France, Japan, India and Mexico will be present. The Centennial is a world-wide event and one you should make every effort to attend.

### Membership

Membership campaigns are under way in several chapters. With the early meeting of the chapter presidents, secretaries and membership chairmen, chapter plans for the year are showing constant improvement in programs, membership campaigns, participation in civic affairs, publicity and a variety of miscellaneous activities. Mr. Askren, membership chairman, pointed out to the Chapter Officers Conference that an increase in membership is dependent upon a well-thought-out chapter plan of activity as well as a personal contact campaign. His talk summarized the following chapter activities which will directly benefit membership campaigns: Immediate Goal, Programs, Business Meetings, Employment at Top Skills, Salary Survey, Refresher Courses, Engineering Societies Personnel Service, Career Nights for High School Boys, Ladies' Auxiliaries, Public Relations, and A Point by Point Sales Campaign.

### Miscellany

Please return the reservation card for the 67th Annual Meeting which was sent to you on March 3rd as soon as possible. Your cooperation will help the Housing Committee do a better job. . . . See you in Peoria.



# The Statement of Principles Regarding Collective Bargaining

L. M. KEOGHAN, Member N.S.P.E.  
*Electrical Engineer, Sanitary District of Chicago*

As was bound to happen the statement of Principles Regarding Collective Bargaining by Professional Engineers adopted by the NSPE board at the June 1950 meeting has come back to plague its sponsors. Reportedly some engineer unions have been able to use parts of the statement to endorse their claims in interpretations not intended by its authors. Whether this came about through sharp practices in controversy or through simple misapprehension of its meanings is not clear. It could easily be the latter. Is the statement intended to be a definitive exposition of where we stand or an argument for a claimed status? If it is the former, the supplementary arguments are irrelevant. If it is the latter it is just another argument in a continuing controversy and an invitation to further controversy.

Has the time arrived for a statement of principles regarding collective bargaining? It might be said of course that the situation is urgent and the principles can be stated just as well now as later. The sooner the better. But it is not altogether a matter of principles. The realities of the situation must be recognized and the various aspects explored and compromised with the parties concerned. There are large areas in which all parties agree and, although intangibles, can be put in usable form by comprehensive review. In any case judgment applied to factual and reliable surveys is more liable to be profitable than if applied to compilations of subjective opinions.

Implicit in the statement are references to several situations basic to the problem. The first of these is, of course, collective bargaining. It was Al Smith in his campaign for the Presidency who popularized the dictum that the distress of the farmer in those days was because he was in an "unprotected" production group in a "protected market."

It is an apt parallel and assuredly true that the deteriorated status of engineers is mainly because they are an unorganized group in a labor economy that has become controlled by organized labor. An approach to the situation from any direction leads to this conclusion. But there is nothing wrong with unions and collective bargaining. Men who deal with affairs and policies on high levels and management, broadly, do not associate with unions and collective bargaining the stigma engineers do. The idea of the individual engineer talking man to man with his employer about his salary and prospects may be possible in some situations, but it is hard to see how it could fit into the plan of management of large organizations. We know of no organization that would want to try it or do we know of anyone in the higher

levels of management, chief engineers for instance, the idea would appeal to.

Classification of engineers on common salary levels is not avoided by refraining from collective bargaining. Any defensible salary policy will rest on job classification on an objective basis. The trouble is, salary levels are not high enough and the question to be answered is whether or not collective bargaining or some other form of collective effort would help the situation.

While engineers hold themselves aloof management makes the decision without their participation. Moreover numerous important decisions, limiting or affecting the activities and privileges of engineers, have been handed down by management in conversation with the representatives of organized labor. Engineers wish recognition according to their contributions to society and must get this largely through their employers. Without attaining a position of consequence, advice to employers and others about what they should do is not liable to be taken seriously.

Strikes are usually associated with unions and collective bargaining. While using accepted terminology the realities of a situation where engineers bargain collectively may be quite unlike the picture the same language induces when used in connection with other labor unions. To make absolute statements in support of, or in opposition to, collective bargaining as inevitable or desirable in the present situation would seem to be jumping to conclusions.

While engineers may become managers, engineers in general work for management. An employer-employee relation is inherent. Matters of salary and status is essentially a two-party affair. Management hires, organizes and meets the payroll. Considering the sympathetic and comprehending interest of management in engineers' problems, approach to them by engineers and management in friendly cooperation has everything to recommend it. On the other hand unilateral statements by engineers may be considered somewhat gratuitous by management.

Further definition of "A Professional Engineer Professionally Employed" seems necessary. It has been judged that of all those usually referred to as engineers, the majority (up to 75%) are in reality technicians and this majority is no doubt increasing due to the trends of present-day industrial organization. This large group is integrated into the various activities of industry on all levels and it would seem unrealistic to try to give them a status that would separate them from the teams they work in.



A major consideration in the future of Professional Engineering is the engineer's evaluation of his status as a member of the profession as something different from his loyalty to the company that he works for.

While the writer feels that the statement of principles has done little if anything to advance the situation, it is not an occasion for gloom. Unlike the man on the gallows, who when asked if he wished to make a statement said "This will teach me a lesson," we can try again.

## **CENTENNIAL OF ENGINEERING—SEPT. 3 TO 13, 1952, IN CHICAGO**

In a move to awaken the public to the prominent part the engineering profession has played in bringing America to its present high economic and social levels, the Centennial of Engineering, to be celebrated in Chicago this year, will build all of its activities around the slogan, "Human Well-being Through Engineered Progress."

Adoption of this slogan to tell how engineering as a profession has set the pace for American progress, since the first recognized civilian engineering society came into existence in the United States in 1852, was announced by the Centennial's president, Lenox R. Lohr.

Thinking behind the slogan was voiced by Karl T. Compton, chairman of Massachusetts Institute of Technology. He said:

"There is surely a close relationship between the work of engineers and the high standard of living arising from the high per capita production in the United States. Among our professions, that of engineering is outranked in numbers only by teaching and nursing. In no other country is this profession of such high standing. Furthermore, the demand for engineers continually exceeds the supply, and this is because our free enterprise system gives almost limitless opportunity and very great incentive to make things new and to do things better."

The Centennial slogan will be featured by leading industries during 1952 in all sorts of advertising and in special books and movies prepared for distribution to the schools and colleges of the country. It will also keynote the new exhibit of world-famed engineering accomplishments to be staged at the Museum of Science and Industry in Chicago during the five-year period starting in mid-1952; and a summer-long pageant also to be conducted at the Museum next year.

## **PUBLICITY**

### **R. M. Roy, Member N. S. P. E.**

No one needs to be reminded of the publicity given the coming of the circus. It is something every child recalls even before the days of reading and writing. The colored posters, the banners and finally the arrival of

the circus with the big parade through the business district. All of this is classed as publicity, and rightfully so, for what concern, organization or individual has ever duplicated the art of the professional circus publicity man?

Another recollection we have as a child is the loud noise of a bursting cannon cracker at a Fourth of July celebration. Every disturbing noise heard seems to be described in comparison with that first celebration outburst which, somehow or other, is never forgotten. So, like the recollection of the coming of the first circus our attention has been so strongly attacked, we cannot dispel the thought of that impression on our minds.

It is true one cannot consistently compare the above described publicity of events with the required publicity of an organization's current events, even though the matters of concern are of equal importance. The moral of the initiative thought can be considered, and ultimately it is background for the term publicity. We do have to attract the attention of the public and in the case of an organization such as the professional engineers, the members of the profession have to have their attention called to the specific objectives which are being offered to improve and enlarge the activities of the engineer.

## **ST. CLAIR HOLDS INTERESTING MEETING**

Members of the St. Clair Chapter of I. S. P. E. and guests learned how the Air Force provides "Highways in the Skies" for its planes to follow in carrying out their missions in every quarter of the globe, at a dinner meeting on February 18.

Lieut. Col. Alfred H. Burton, Air Force Reserve, addressed the regular meeting of the St. Clair Chapter of I. S. P. E. held at the Grand Marais Dining Hall. He discussed the mapping and charting techniques as employed by the Aeronautical Chart and Information Service Plant in St. Louis, Missouri, where he is chief of the Library section. His colorful career began with his birth at Dum Dum Barracks, Calcutta, India, where his father, Major General Alfred Burton was stationed with the British Imperial Army.

Colonel Burton served over 20 years with the British Army. After retiring with the rank of lieutenant colonel he came to the United States and became a citizen in 1926. He was commissioned in the U. S. Army in 1942 and attained the rank of lieutenant in our Air Force. He is an international authority on cartography.

William E. Parsons, program chairman, conducted the meeting in the absence of President Fred J. Meek, who was attending a Chemical Engineers meeting in New York City. Vice-President Arthur Feickert is vacationing in Mexico.

The next regular meeting of the St. Clair Chapter is a joint meeting with Illinois Association of Highway Engineers on March 17th, Annual St. Pat's Smoker, at Oyster Inn, East St. Louis.



## Illinois Society of Professional Engineers

Affiliated with the National Society of Professional Engineers

### Meeting—February 14, 1952

There were 34 members present to hear Dr. John Day Larkin, Dean of Liberal Studies at Illinois Institute of Technology, speak on the subject, "Peaceful Settlement of Industrial Disputes." President Edwards employed a new and unique method of introduction of those present. Each person introduced the man to his right, giving his place of birth and the school he attended. This produced a spirit of good fellowship which pervaded the entire meeting. If you were not present you missed a good time.

### New Members

Chicago Chapter welcomes the following men to membership in ISPE and invites them to take an active part in the activity of the Chapter. We look forward to your attendance at our next meeting.

Albert B. Fisher, Jr., Howard J. Hansen, Paul W. Reed, and Gordon J. Stepanek.

### Meeting Notice—March 13, 1952

The program committee has arranged for an outstanding speaker for our March meeting. Mr. Thomas P. Collier, manager of the International Division of Armour Research Foundation, will speak on the subject, "The Export of Technical Know How."

The meetings will be held as usual at the Western Society of Engineers, 84 E. Randolph Street. Dinner will be served at 6:00 p.m.

### 1952 Committee Appointments

*Attendance*—This committee is to organize a campaign to promote attendance at Chapter meetings:

John A. Fensterle, chairman; George L. DeMent, Leo N. Des Autels, Elmer I. Feisenheiser, John G. Stanel.

*Audit*—This committee will audit the books and transmit them to the new secretary:

Theodore Olson, chairman; T. D. Holloway, W. B. Turley.

*Budget*—This committee will prepare a budget for 1952 for presentation to the executive committee:

John Dolio, chairman; K. Cedric Hoeglund, Harold F. Sommerschild.

*Centennial*—This committee will plan functions to be held during the Centennial Convocation September 3-13:

George L. DeMent, chairman; C. A. Arents, John Dolio, George E. Fraser, A. L. Ralph Sanders, Harold F. Sommerschild, C. A. (Sandy) Walls.

*Civil Defense*—This committee will cooperate with local authorities in the Civil Defense program:

Lawrence M. Keoghan, chairman; C. W. Greengard, James S. Jun, Benn Leland, Beverly Smith, J. S. Stein.

*Constitution*—This committee will review the chapter constitution and report suggested changes to the executive committee:

K. C. Hoeglund, chairman; Elmer I. Feisenheiser, O. William Irwin.

*Ethics and Practice*—This committee will investigate and initiate proper action in cases of unethical practices:

Harold V. Hawkins, chairman; Walter W. De Cherrie, John P. Gnaedinger, Alois W. Graf, C. A. Koerner, Lloyd D. Morris, Ben A. Wasil.

### Executive—

Frank W. Edwards, president; John Dolio, vice president; K. Cedric Hoeglund, secretary-treasurer; George L. DeMent, past president; Harold F. Sommerschild, chapter representative.

This list of committee appointments will be included in the April issue.

### Call for Help

The Public Relations Committee has a big order to fill to gather information for this "News" and to obtain worthwhile publicity. We want to do a good job. Every member can help us to do so by informing us of events which are news worthy and publicity worthy. We will appreciate it if you will drop a post card to the Editor including any such information.

## ANNUAL MEETING IN PEORIA

APRIL 3, 4, AND 5, 1952



Super C Tournadozer levels fill with overpass structure of super highway in background.

R. G. LeTourneau, Inc., One of Peoria's Major Industries

## 67th Annual Meeting

April 3, 4 and 5, 1952

Hotel Pere Marquette, Peoria



# News From Chapters

## Lake County Chapter

January 16, 1952, dinner meeting was attended by 37 members and guests, at the Swedish Glee Club of Waukegan.

By election and appointment, the following members take office for the ensuing year:

Chapter President—Cyril R. Drew (American Steel & Wire Co.)

Chapter Vice President—Robert G. Kramer (Waukegan City Engineer)

Chapter Secretary-Treasurer—Irwin Lietzke (Public Service Co. of N.I.)

Chapter Representative—Sigurd A. Simonson (Chicago Hardware & Foundry Co.)

### Committees

Education and Registration—Sigurd A. Simonson, Raymond A. Rasmussen.

Program and Meetings—Urban Neyer, James E. Scott, Harold W. Grube, Harold G. Mason.

Ethical Practices—Chauncey L. Calkins, David R. Miller.

Civic Affairs—Richard L. Thacker and the Building Code Committee.

Membership and Attendance—Sidney Danoff, chairman; Raymond Clark, Edward Czajkowski, Herman Genkinger, Mark C. Jenson, Lester Koetz, E. F. Needham, Walter Shattuck.

State Advertising—Melvin Amstutz.

Civil Defense—Frank Kramer, Henry Bleck.

Legislation Analyst—Henry Bleck.

Publicity—Carl A. Anderson.

History and Awards—A. Klarkowski, chairman; H. Bleck, E. Needham, C. Domke, W. Weber, G. Fossland, J. Joyce.

The program featured Mr. H. F. Sommerschild of the Portland Cement Association, who is Chapter Representative of the Chicago Chapter of ISPE. He presented several interesting proposed features relative to the coming 100th anniversary of engineering to be held this summer in Chicago. Mr. Sommerschild's main subject of the evening was "Prestressed Concrete" construction, which was illustrated with slides of the first Illinois bridge to be built with a prestressed concrete deck slab near Hillsboro in 1951. He also presented a very interesting 16 mm movie photograph of a prestressed concrete girder bridge in Philadelphia, Pennsylvania.

The second meeting in 1952 of the Lake County Chapter of the Illinois Society of Professional Engineers was held February 20, at the Swedish Glee Club, Waukegan, Illinois, with Cyril R. Drew presiding.

After a short business session and Mr. Sidney Danoff's membership committee report, Mr. H. T. Dixon presented a very interesting, but true, situation relative to the low salaries of today's engineers. He exemplified his story by comparing the dollar difference, invested and

earned, between a college graduate and the boy who works for four years as an apprentice electrician. The college boy will have spent or invested approximately \$5,000, while the electrician will have earned approximately \$12,000, making a dollar difference of \$17,000. This is one of the many reasons why engineering college enrollment is on the decrease. Mr. Dixon's story emphasized the fact that graduate engineers with years of experience should have salaries of a higher level and be somewhat comparable with today's cost of living.

The feature of the meeting was a color slide illustrated lecture given by Mr. H. L. Smith, senior project engineer, of General Motors Electro-Motive Corporation, of LaGrange, Illinois, who with his assistant, Mr. T. B. Dilworth, explained details of the modern "Diesel-Electric Locomotives." The average single unit of a diesel-electric locomotive develops 1500 h.p. and is approximately four times more efficient than the now nearly obsolete steam locomotives of only eight per cent efficiency.

The meeting was well attended with approximately 70 members and guests, representing local enthusiasm of this "Engineers' Week" recognized throughout the United States. IRWIN R. LIETZKE, *Secretary-Treasurer*

## St. Clair Chapter

The regular monthly meeting of the St. Clair Chapter of the Illinois Society of Professional Engineers was held Thursday, January 24, at Grand Marais State Park Dining Hall. Dinner was served to 35 members and guests.

Area educators were invited to the meeting and the following men attended: W. L. Baughman, principal of East St. Louis Senior High School; James Trabue and F. J. Friedle, both of the Belleville school system; Paul Meek of Columbia; Leo Barker of Dupon, and Clarence Blair, county superintendent of schools.

President Fred Meek called the meeting to order at 8:00 p.m. He then introduced the speaker, Curtis L. Wilson, dean of the Missouri School of Mines and Metallurgy at Rolla, Missouri. Dean Wilson spoke on "Engineering as a Profession." Dean Wilson has been dean of the Rolla school since 1941. He was graduated from Baltimore City college in 1916, the Montana School of Mines in 1920, and the University of Goettingen, Germany, in 1928.

Dean Wilson, in discussing the critical shortage of graduate engineers, stated that the nation needs 30,000 new engineers each year and could use 60,000 a year because of the increased defense effort. He compared these figures with the expected 1952 graduating class of 26,000. During 1953 only 17,000 are expected to graduate and in 1954 the figure will shrink to 12,000. Wilson said that public in general has an opinion that the engineering field is overcrowded. This condition has aggravated the continuing shortage of qualified engineers because



college students have been encouraged to seek other types of education.

Past President Fred Moore thanked the speaker in behalf of the society. Mr. Moore also reported that 25 young engineers have enrolled in the refresher course for the professional engineering examination to be held in the Granite City High School, sponsored by the Madison and St. Clair chapters, I.S.P.E., and with the cooperation of Illinois University Extension Department.

MANUEL GARCIA, *Secretary*

### Rock River Chapter

The annual meeting of the Rock River Chapter of the Society was held at the Dixon Elks Club January 11, 1952. In the absence of President R. G. Thomas, who is taking post-graduate work at the University of Michigan, Vice President Vance Hopper presided.

The following officers were elected for the coming year:

President—Vance Hopper

Vice President—H. W. Donaldson

Secretary-Treasurer—L. F. Holstein

Chapter Representative—R. H. Anderson

Mr. Hopper is district engineer of design of the Dixon office of the State Highway Department and was formerly chapter representative. Al Ferger, who has been our secretary-treasurer since the chapter was founded, decided to step down. We all appreciate the fine job Al has done as secretary.

Six prospective members were present as guests and before the meeting closed two of them signed applications for engineer-in-training membership.

One of the finest programs ever to come our way was presented by Dr. Reid A. Bryson, a member of the department of meteorology of the University of Wisconsin. Dr. Bryson spoke on "Weather—Past and Present." When asked to make a prediction on our future weather prospects, Doctor Bryson was reluctant to make a long-range prediction. However he stated that he thought we were in the early stages of a cold wet cycle that might last until 1970. This prediction had a dampening effect on the audience, all of whom were hoping for warmer winters. We heartily recommend the Doctor as a speaker.

President Hopper has appointed his committees and has spurred them on to greater efforts to make 1952 a successful year for the Society. W. E. GRONBERG

### Joliet Chapter

The Joliet Engineers' Club held its regular meeting at Little Jack's Restaurant, on Plainfield Road, Tuesday evening, January 15, 1952. Twenty-three members and guests were present. Following dinner, the meeting was called to order at 8:00 p.m. by President Fred H. Titsworth. The secretary read the minutes of the previous meeting, which were accepted as read. The treasurer had no report to make.

President Titsworth advised that he was working out the lineups on the various committees for the coming

year. He announced that he had appointed Sanger Brown as chairman of the Brawl Committee, and Walter Ryan, chairman of the Reception committee.

Chapter Representative C. E. Rogers announced that the annual meeting would be held in Peoria on April 3, 4, and 5, at the Pere Marquette Hotel; also the Chapter Officers' Conference at the same place on Saturday, February 2.

The secretary was requested to advise the state secretary that the following men had resigned: Robert Goddis, Stanley Gilmore, Robert E. Hamilton.

President Titsworth announced that he felt that it would be worth our while to increase our chapter dues from \$2.00 to \$3.00. With the cost of living continuously on the rise, more money is needed in the treasury to carry out a well-rounded program for the organization. He requested that the members think it over and report at the next meeting. Mention will be made to all members in the next meeting notice.

The new system of sending out self-addressed cards with the meeting notices was discussed. These cards are for the purpose of advising the chapter in advance the number of members and guests expecting to be present at the meeting, in order to determine the number of dinners to be ordered. Mr. C. E. Rodgers raised the question of how the new system is working out. President Titsworth advised that the response was very satisfactory. The General Motors movie, entitled "To New Horizons," was shown. It outlined Norman Bel Geddes' concept of what our country might be like in the future.

W. K. WALTZ, *Secretary*

### Capital Chapter

A regular meeting of Capital Chapter was held in a private room at the Bowl Tuesday evening, January 28. An excellent dinner preceded the entertainment program, following which a business session was conducted by President Ryburn. Twenty-six members were present for the dinner; 35 members and guests heard the program; and 25 members remained for the business session.

The program, "Freedom Forum," ably presented by Ross Thomas and Fred Pepperle, of the Springfield Junior Chamber of Commerce, was thoroughly enjoyed by all and prompted much comment and discussion.

Chairman James Williams reported on the progress of the Air Pollution Study Committee and briefly explained the procedure.

William, Russell, reporting for the Civic Affairs Committee, in the absence of Chairman Dave Abbott, outlined their plans to urge the preparation of an up-to-date, long-range city plan for Springfield and prevail upon the mayor to include engineers in the various "Citizens Committees" appointed.

Chairman A. A. Thorsell of the Program and Meeting Committee, announced that the February program would be on "Fluoridation of Public Water Supplies" and that, as now planned, Clarence Klassen will act as Moderator in a panel discussion on the subject. A panel



of experts will take part in the discussion. After some discussion, it was moved by Golly and seconded by Williams that the meeting would be opened to the public. Motion carried.

President Ryburn announced that a letter from the chapter to the mayor and city council of Springfield, urging continuation of the sanitary land-fill method of rubbish and garbage, had been acknowledged by Commissioner Darling, with assurance that the method would be continued.

The scheduled state meeting for chapter officers to be held in Peoria February 2 and the annual state meeting to be held in Peoria on April 3, 4, and 5, 1952, were announced by President Ryburn.

It was moved by Verrall and seconded by Rehm that Chapter Representative L. K. Crawford be instructed to compliment the Editor of the "Illinois Engineer," and particularly Professor W. A. Oliver, on his excellent report covering the N.S.P.E. board meeting, held at Kansas City, appearing in the December 1951 issue. Motion carried.

It was moved by Morrisett and seconded by Klassen that the proper state representative be requested to provide space on the agenda for the 1952 annual meeting for a presentation of "Freedom Forum" and that other chapters be notified of the availability of this excellent program. Motion carried.

CHAS. H. MERCHANT, *Secretary*

## Herbert Hoover On The Virtues of Engineering

(*Engineering News-Record*)

Many an engineer has had occasion through his professional life to wonder about his profession and its vaunted privileges and rewards.

One of the most prominent of engineers (albeit a mining engineer) has also done some wondering and has come up with some answers.

That engineer is Herbert C. Hoover, the only living ex-President of the United States. Mr. Hoover used a recent talk at the announcement of the start of a drive for \$22,000,000 to build a new engineering center at Columbia University as his sounding board.

### Said Hoover:

Men never lose the love for the profession to which they have given years of their lives.

The recollection of its joys is the more vivid if one has back-slid onto the slippery path of public life.

Within a little more than my lifetime, the training of engineers has risen from apprenticeship to a trade or secondary technical schools, to the dignity of a university-trained profession.

**Fascination**—The engineer has the fascination of watching a figment of his imagination emerge with the aid of science to a plan on paper, move to realization in cement, metal or energy, bring new jobs and homes to men. That is the engineer's high privilege among professions.

The profession, however, has woes. The engineer's work is out in the open where all men can see it. If he makes a mistake, he cannot bury it in a grave; obscure it by trees and ivy; blame it on the judge or jury; claim his constituents demanded it; blame it on the devil; nor can he, like the public official, change the name of it and hope that the voters will forget.

Worse still, if his works do not work he is damned. And the world mostly forgets the name of the engineer who did it. If it works, the credit goes to some fellow who used other people's money to pay for it. But the

engineer himself looks back at the unending stream of goodness that flows from his successes with a satisfaction that few other professions can know.

**Big factor**—Most people are not aware of it, but the engineer is also a political, economic and social force.

I asserted one time that he is the fellow who really dissolves monopolies, redistributes the wealth, and dismantles political platforms.

Over our history, men of one generation after another have been elected to office by being "agin" the monopoly of canals, or railroads, or anthracite coal, or kerosene oil or slums or the utility grabbing of water power.

These were no doubt great evils. But who really remedied these evils?

It was the engineer.

**A great "aginner"**—He upset the canal monopoly with the railways; the railways with the automobile, the airplane and the pipeline.

He upset the anthracite monopoly with coke, the kerosene oil with electric light, and he assured that most of the streams would remain as scenery by making cheaper power with steam.

Who makes possible the escape from the slums? It is the engineer with his parkways, his bridges, his satellite towns. Who provided leisure for the housewife? It was the engineer with his household gadgets.

I hardly need add that it was the engineer who distributed wealth by creation of mass production and his many other devices to reduce costs of production.

**Engineer training needed**—The training of engineers instills character in those who would join the ranks. High ethical standards are the essential of all professions, engineering included. Technology without intellectual honesty does not work, construction without consciousness soon crumbles.

These are the reasons you have seen no engineers before the Kefauver Committee. Nor in the headlines which these days pour forth from grand juries and dis-



trict attorney offices. The engineers merit only to sit on juries.

But here we meet a great national problem. We do not have enough engineering teachers and we do not have enough students to carry on the nation's work. And we do not have enough research facilities to assure the needed flow of new inventions and improvements.

Our engineering graduates have dropped from 50,000 in 1950 to 33,000 in 1951. We need 60,000 a year to supply national needs.

**Need facilities**—What is being proposed here is not only an aid to education, but also to research. The job of the engineer is to take the discoveries of pure science and convert them into use for the good of mankind. To this end, he needs laboratories.

At one time we got our inventions from the genius in the garret. Poverty, however, does not clarify thought, nor does it provide a laboratory. Bread and butter diet has been discarded as the mother of invention.

Today, these gifts come from long years of organized search and experiment. Therefrom, like the cell by cell growth of plants, fact builds upon fact until there comes forth the blossom of discovery, the illuminating hypotheses or the great generalization.

And there are spiritual consequences of research. From them comes the unfolding of beauty, the ever-widening boundaries of thought. Here is the invocation of veracity of thought in a world sodden with intellectual dishonesty. From its discovery comes the lifting of men's minds beyond the depressing incidents of the day. Here is confirmation of a Supreme Guidance in the universe far above man himself.

## UNIFICATION OF THE PROFESSION . . .

(Continued from page 1)

This contention of Mr. Van Praag's has received independent support from the Board of Direction of the American Institute of Electrical Engineers. They rejected the majority report of the Exploratory Group and recommended that there be further consideration of a compromise plan and, in addition, that no specific plan be urged upon the societies unless and until the memberships of the various participating societies be polled for an opinion.

At the meeting of the I.S.P.E. Board in Chicago on February 9th, last, the National Director presented a digest of both the Majority and Minority Reports and moved, and it was regularly seconded, "that the Board of Direction of the I.S.P.E. go on record as heartily endorsing the Minority Report presented by Mr. Alex Van Praag for the Exploratory Group on Professional Unification and further that the Board instruct the Secretary to convey this endorsement by letter to Mr. Van Praag." This motion was amended so as to give the members of the Board an opportunity to study the reports before voting on the motion. Copies of the reports have been sent to the Board members by the Secretary's office and the voting is now going forward.

When your Chapter Representative is through with the reports, they will no doubt be available for the information of other members of the Society.

## N. C. S. B. E. E. MAKES STUDY OF REGISTRATION BY ENDORSEMENT

A study has been made by the National Council of State Boards of Engineering Examiners of the policies and procedures that have been developed by the other legally regulated professions toward the solution of the same problem. A summary of the comparative survey, with emphasis on the salient features, is presented herewith.

The diversity of attitudes and procedures in the different professions reflects not only the inherent variations in the nature and magnitude of the problem but also the different progress that has been attained in the thinking on the subject in the respective professions. The comparative summary presents features and attitudes to be avoided as well as procedures to be emulated.

More than any other profession, engineering practice is inherently interstate in character. The minimizing of state lines as artificial barriers is more important in engineering than in any other profession. It is for this reason that the engineering profession has had to give the most intensive thought to the problem and has had to formulate the highest ideals of mutual consideration and courtesy to facilitate interstate practice. Because our problem is so difficult and so critical, we are seeking every possible suggestion and precedent that will be helpful. A discriminating study of the following symposium of treatments of the problem will serve this objective.

### Medical Profession

**a. National Board Examinations**—The National Board of Medical Examiners is a non-official, voluntary organization composed almost entirely of medical educators. It is a qualifying body and has no licensing power. **Nearly all of the state boards of medical licensure accept the examinations of the National Board as an adequate qualification for admission to medical practice.** The National Board examination questions are printed, sealed and forwarded to the deans of the medical schools who keep them in their custody until the time of the examination.

**b. Individual State Reciprocity**—For the majority of candidates, the Medical Board in each state prepares and conducts its own examinations. A measure of reciprocity exists between a large number of the states whereby they grant licenses to physicians on the basis of their medical license in the state from which they are moving their practice. Usually a state will not honor the medical license of another state unless that license was issued following an examination.

### Architects

**a. Policy on Interstate Practice**—The printed information circulars of the National Council of Architec-



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tural Registration Boards record the following guiding principles:

“Interstate practice may be the privilege and is certainly the ambition of every architect. When the opportunity comes to an architect to secure a commission in a State in which he is not registered, his first thought is how to secure registration in that State as quickly as possible at a minimum of expense.”

“A competent person does not mind being examined once, but is not very happy if he is continually asked to repeat the process in every succeeding State in which he may desire to practice architecture.”

b. **Use of a National Council “Record”**—To facilitate interstate registration, an architect may apply to the N. C. A. R. B. for a “Council Record.” This is a certified transcript, in booklet form, of all replies to inquiries which have been addressed by the National Council to the applicant’s references. The fee is \$25. The National Council thus acts as a clearing house by furnishing state registration boards with information concerning the qualifications, both educational and professional, of architects who apply for reciprocal registration.

c. **Standard N. C. A. R. B. Examinations**—To facilitate interstate registration, a qualified architect has the privilege of taking the Standard N. C. A. R. B. Examinations (either the Junior or Senior grade), thereby securing a National Council certificate of registration which can be properly accepted as the equivalent of the state examination requirements of any state in the United States. The passing of the National Council Standard Examinations gives an architect high professional rating and carries the recommendation of the National Council that he be granted registration in any State to which he may apply without either personal appearance or further examination. The Standard N. C. A. R. B. Examinations are designed for two distinct classifications. The **Senior Examinations** are given to architects who have had ten or more years of practice as a principal. These are oral examinations given in connection with exhibits of photographs, plans and specifications of the applicant’s work. The **Junior Examinations** are given to architects who have had less than ten years of practice as a principal. These are written examinations and cover 36 hours of work in the examina-



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tion rooms. Several states grant immediate registration upon receipt of proof of registration by the Standard N. C. A. R. B. Examinations. Architects who have been registered in their home states by written examinations will receive credit for the grades they have obtained by such examinations when they apply for the National Council Certificate. In some states there will be no additional examinations necessary, and in some states only a small amount of additional work will be necessary to complete the requirements for the Standard N. C. A. R. B. Junior examinations. The Standard N. C. A. R. B. Examinations follow the rules and syllabi established by the National Council but are given and graded by the State Board of the State in which the candidate resides.

### Conclusion

From the foregoing comparative summary of procedures developed by the different professions to facilitate interstate practice, ideas that deserve careful study by the Engineering Profession are the following:

1. **National Board Examinations**—This procedure has been most highly developed by the Medical Profession (accepted by 45 states) and by the Dental Profession (accepted by 25 states). The Architects have a comparable procedure in their **Standard National Council Examinations**, with the interesting added feature of being given in two distinct classifications: **Senior Examinations** (which are oral, in connection with exhibits of the

applicant's work) for older men of established standing and practice, and **Junior Examinations** (which are written) for younger applicants.

2. **Uniform Examinations**—These are prepared (and may be graded) by a recognized central agency for the individual State Boards. This simplifying procedure has been developed by the Certified Public Accountants.

The study of the procedures developed by the other professions is encouraging in showing that we are not alone in facing this problem. It is also constructive in contributing new and tested ideas that may be helpful toward the final solution of the problem for our profession.

—*Registration Bulletin*

### IT IS TIME TO REPEAT

God give us men. The time demands  
Strong minds, great hearts, true faith, and willing  
hands;

Men whom the lust of office does not kill;  
Men whom the spoils of office cannot buy;  
Men who possess opinions and a will;  
Men who have honor, men who will not lie;  
Men who can stand before a demagogue  
And dam his treacherous flatteries without winking;  
Tall men, sun-crowned, who live above the fog  
In public duty and in private thinking.

—*Josiah Gilbert Holland*